



H.R.4385 the RAISE Act

- Allows employers to pay individual workers more than the union contract specifies. This is currently illegal without first bargaining with the union.
- Employers could *not* selectively give raises to anti-union workers to undermine the union, consistent with current federal law. Under the RAISE Act, it would remain illegal to discriminate against workers on the basis of union membership.
- Economic research shows that the average worker's earnings rise 6–10 percent when the pay is performance-based.
- At companies that offered performance pay, the typical union member earned between \$2,600 and \$4,300 more per year in performance-pay bonuses and merit raises.
- With millions of American families struggling to get ahead financially in the recession, Congress should lift the ceiling on workers' pay immediately. This is the right kind of stimulus that will add billions of dollars to the economy.